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Personnel 4

21 April 1952

MEMORANDUM FOR: Mr. Wolf

1. I assume that you wish to continue to handle this case personally. However, for my money, both Personnel and AD/SO are making a mountain out of a molehill. I summarize the situation in my mind as follows:

a. Each employee taking a test signs an agreement which, among other things, says in substance; firstly, that he will not discuss the examination with anyone, and, secondly, that he will not accept nor give aid or assistance during the examination.

(1) Obviously, the first condition has been violated in this case. However, any evidence that the second condition has been violated is entirely circumstantial, and the fact that Personnel indicates that "it was impossible for the subject to have utilized this material during the testing period" reveals that it could not have been violated.

b. Under the above circumstances, I feel that the employees involved in this incident should be admonished. However, in view of the fact that there is no evidence whatever of cheating during the test, we are being quite presumptive in implying that [redacted] intended to cheat, and I think that the reprimand administered by [redacted] Chief, Personnel Division (C) is, under these circumstances, entirely too strong.

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c. The disciplinary action in this case should have been effected as a result of a consultation between Personnel and representatives of AD/SO, during which it is to be hoped that they would have agreed on the proper action to be taken. If they could not agree on proper action, then the matter should have been brought forward for resolution. (Sheff Edwards handles security violations every day in the week in exactly this way and I think it works very well.) I think that it was entirely improper for the Chief, Personnel Division (C) to have administered these reprimands without consultation with OSO people.

d. I am afraid that I agree completely with AD/SO that disciplinary action should not be taken against OSO employees without his knowledge or consent. However, I think that the whole business is quite elementary, and unless [redacted] has other similar cases to hang his case on I can see no point in incorporating this policy into the pertinent series of CIA Regulations.

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2. I recommend that the letters of reprimand signed by the Chief, Personnel Division (C) be withdrawn and that in their place new letters of admonition commensurate with the offenses in each case be signed by AD/SO.

L. K. WHITE

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P.S. From the extremely low score made by [REDACTED] (see attached sheet) it would appear that she might need all the help she can get!

Att: Memo fr AD/SO to DD/A dtd 17 Apr 52
sub: "Disciplinary Authority" and
background papers.

ADD/A:LKW:laq
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✓ " subject: "Misc pers cases"

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